

## ABSTRAK

Penelitian kuantitatif kausal ini bertujuan untuk menganalisis pengaruh Gaya Kepemimpinan Transformasional, Budaya Organisasi dan *Self-Efficacy* terhadap Kinerja Karyawan. Pengumpulan data primer dilakukan dengan penyebaran kuesioner kepada populasi yang sekaligus menjadi sampel sebanyak 45 karyawan PT. Damai Indo Properti. Hasil uji instrumen menyatakan bahwa semua item pernyataan adalah valid dan reliabel. Uji asumsi klasik membuktikan bahwa data normal, bebas multikolinearitas dan heterokedasitas. Uji regresi linier berganda pada uji t menunjukkan: (1) Gaya Kepemimpinan Transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) Budaya Organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) *Self-Efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan. Uji F menunjukkan Gaya Kepemimpinan Transformasional, Budaya Organisasi dan *Self-Efficacy* secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan. Uji koefisien determinasi menunjukkan bahwa pengaruh variabel Gaya Kepemimpinan Transformasional, Budaya Organisasi dan *Self-Efficacy* secara simultan terhadap variabel kinerja karyawan sebesar 64,7%. Sedangkan sisanya sebesar 35,3% dipengaruhi oleh variabel lainnya yang tidak diteliti.

**Kata Kunci:** Gaya Kepemimpinan Transformasional, Budaya Organisasi, *Self-Efficacy*, Kinerja Karyawan

## **ABSTRACT**

*This causal quantitative research aims to analyze the influence of Transformational Leadership Style, Organizational Culture and Self-Efficacy on Employee Performance. Primary data collection was carried out by distributing questionnaires to the population which at the same time became a sample of 45 employees of PT. Damai Indo Properti. The results of the instrument test stated that all statement items were valid and reliable. The classical assumption test proves that the data are normal, free of multicollinearity and heteroscedasticity. The multiple linear regression test on the t test shows: (1) Transformational Leadership Style has a positive and significant effect on employee performance, (2) Organizational Culture has a positive and significant effect on employee performance, (3) Self-efficacy has a positive and significant effect on employee performance. The F test shows that the Transformational Leadership Style, Organizational Culture and Self-Efficacy simultaneously have a significant effect on employee performance variables. The coefficient of determination test shows that the simultaneous influence of the Transformational Leadership Style, Organizational Culture and Self-Efficacy variables on the employee performance variable is 64.7%. While the remaining 35.3% is influenced by other variables which are not examined.*

**Keywords:** *Transformational Leadership Style, Organizational Culture, Self-Efficacy, Employee Performance.*